

Patel, Bhavika

From: Vinette, Denis R.
Sent: June 2, 2020 01:25 PM
To: Ossowski, John; MacKinnon, Paul
Cc: Scott, Stephen; Loverock, Corey; Thompson, Kathy; Easton, Erika-Kirsten; Partridge, Matthew; Quinn, Robyn; Blanchard, NathalieX; Ommanney, John
Subject: Fwd: Blue line badge
Attachments: Uniform policy; ATT00001.htm; Uniform and Policy Compliance_FMOC_Jan. 31.pdf; ATT00002.htm

John, Paul,

As discussed, below are an email to me and a deck we brought to FMOC on the issue of uniform compliance, one being the blue line flag. Provides some insight into the review we conducted. Next step had been to go to EC HR but got lost in COVID.

I will have the team draft a few options on way forward, they are clear in my mind

- 1- no flag
- 2- red/white canada flag
- 3- flag on name tag
- 4- status quo

We could discuss at Thursday EC.

Patel, Bhavika

From: Thompson, Kathy
Sent: October 12, 2020 02:36 PM
To: Vinette, Denis R.
Cc: Raider, Marc; Blanchard, NathalieX; Badour, Dan; Namasivayam, Reesha
Subject: Re: RCMP told not to wear solidarity symbol (Toronto Star), Oct 11, 2020

Noted thanks Denis

Sent from my iPhone

On Oct 12, 2020, at 10:13 AM, Vinette, Denis R. wrote:

FYI below as we may get media inquiries.

We will discuss tomorrow our way forward which has been in development for some time.

Denis R. Vinette

Vice-President, Travellers Branch
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Begin forwarded message:

From: "Vinette, Denis R."
Date: October 12, 2020 at 10:11:40 AM EDT
To: John W Ossowski
Cc: "MacKinnon, Paul" , "Scott, Stephen"
Subject: Re: **RCMP told not to wear solidarity symbol (Toronto Star), Oct 11, 2020**

We will have our package available for discussion tomorrow.

I've also asked for a memo to staff regarding the wearing outlining not in compliance with our policies. I could issue direction as the VP/Chief Protocol Officer / Unifoem policy lead.

RCMP member union put this out disagreeing with policy direction.

Heads up: National Police Federation Union memo issued yesterday to its members

NPF disagrees with RCMP position. Union is now procuring the patches for distribution for its members and they will defend disciplinary action against its members.

We hear you.

Your NPF Board strongly disagrees with Friday's RCMP directive to ban "Thin Blue Line" symbols from our uniform. We have strongly expressed our concerns with RCMP leadership, and we will continue to advocate for your right to display and honour this important and selfless symbol.

As many of you know, the "Thin Blue Line" concept as it relates to policing has existed since early in the 1900's. It delineates the important and often dangerous role police officers play in providing a barrier between social order and chaos. It has also become a symbol of Members' pride and solidarity in caring for their communities and each other, potentially with the ultimate sacrifice.

We believe that as one of the first lines of defense for Canadians and being representative of all cultures and all walks of life, you should take pride in your commitment to protect this line to keep communities safer and better.

To support you in this, we have ordered custom NPF/Thin Blue Line patches, as shown below, for all front-line RCMP Members and expect delivery in 3 to 4 weeks after which we'll arrange distribution through our Board Directors, Local Area Reps and our website.



In the meantime, we support Members who choose to wear the existing blue line patch and will assist in defending any Member who faces disciplinary action for expressing their support for policing and community safety in Canada.

We invite you to tell us what the “Thin Blue Line” means to you at media@npf-fpn.com. We’ll share some of your responses on our social media channels. We are proud to serve and represent you on this and other issues.

We know that many of you are working this long weekend, away from your family and friends while many in your communities relax and celebrate. We, and all Canadians, are thankful for the important work you do across Canada. Happy Thanksgiving to you and yours. Please stay safe and stay proud.

Denis R. Vinette

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On Oct 12, 2020, at 9:25 AM, John W Ossowski wrote:

[RCMP told not to wear solidarity symbol](#)

DOUGLAS QUAN TORONTO STAR

Toronto Star

Oct 11, 2020

‘Thin blue line’ motif creates us-versus-them mentality, critics say

[Read more...](#)

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Sent from my iPad



Canada Border
Services Agency

Agence des services
frontaliers du Canada



Uniform and Policy Compliance

Presentation to Functional Management Operations Committee

January 30, 2020

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Canada



Purpose

To examine the unauthorized purchase and use of components by Canada Border Services Agency (CBSA) uniformed employees, and to ensure that the *CBSA Uniform Policy and Standards of Appearance* is adhered to and updated as required.



Background

- Following recent instances of unauthorized components being purchased and worn by CBSA uniformed employees as well as general noncompliance with the *CBSA Uniform Policy and Standards of Appearance* a comprehensive review of uniform and policy compliance issues has been completed.
- While all required and authorized components for uniformed employees have been made available through the Uniform Supply System or local purchase allowances, and the *CBSA Uniform Policy and Standards of Appearance* explicitly prohibits the use of unauthorized components, these items continue to be purchased and used by CBSA employees.

Overview of Uniform and Policy Compliance Issues

1. Support-For-Cause Items

1.1 The Thin Blue Line Flag Patch

- The patch is being worn by some officers on the CBSA-issued duty uniform.
- The Thin Blue Line patch is not an approved component, furthermore it is not in compliance with Heritage Canada Flag policy.
- Uniformed personnel seeking to show their solidarity and support of the law enforcement community have the option of wearing the Police and Peace Officers' Memorial Ribbon.





1.2 Support-For-Cause Pins and Patches

- Requests to wear support-for-cause items on the CBSA uniform are often brought to the Uniform Program for review and decision.
- The Uniform Policy precludes the use of decorative items on the uniform with the exception of certain commemorative pins or emblems, which can be worn on the duty and/or ceremonial uniforms during specified periods of time.



2. Identification Pieces

- Unauthorized identification items including job-level identifiers and job-type identifiers are also being used on the CBSA uniform by some employees.



3. Alternative Duty Components

- In many regions, as well as the CBSA College in Rigaud, uniformed employees have purchased alternative uniform components for use while on duty. This negatively impacts having a uniformed Front Line appearance.
- Unauthorized components could pose a health and safety risk to employees who wear them.



4. Facial Hair

- The CBSA Uniform Policy addresses grooming and appearance standards, including facial hair.
- As per Section 2.7.6 of the policy, facial hair must be well-groomed and must not exceed 2.5 cm in length.

Exceptions

1. Job Action Items

- The Federal Public Service Labour Relations and Employment Board issued a decision (August 2018) affirming union members' rights to participate in legitimate union activity – including the wearing of orange shoelaces, whether laced up, as hair ties or as bracelets during negotiations.
- And, “although the employer is entitled to have a uniform policy, it cannot impose its will when it is a matter of a union activity protected both by the anti-discrimination clause of the collective agreement and s. 5 of the Act.”

Next steps

- Regional Management Support
- Collaboration with Customs and Immigration Union
- Potential Uniform Policy Updates
- Communications Products
 - E-mail from the Director General of Travellers Programs to Regional Directors General and a shift briefing regarding uniform compliance and any potential policy updates



PROTECTED A

For action

The Thin Blue Line Flag Patch

For the President

ISSUE

The Thin Blue Line patch is being worn on the CBSA-issued duty uniform by officers at multiple ports of entry/work locations. This flag patch is not an approved uniform component, and has recently been the subject of scrutiny on social media. The CBSA is assessing whether to direct employees to discontinue the wearing or display of the Thin Blue Line flag on their uniforms. This will likely invoke a strong negative reaction from employees and Customs and Immigration Union representatives.

BACKGROUND

The Thin Blue Line is a symbol used by law enforcement in the United States and Canada to symbolize police in the community as the protectors of the citizenry from the criminal element. It has also become a symbol to commemorate fallen officers. The Thin Blue Line flag has become popular among law enforcement personnel, their families and supporters.

The slogan “Blue Lives Matter” has recently been linked to the Thin Blue Line, and has become controversial on social media, as the symbol has been seen as a sign of disrespect to the Black Lives Matter movement.

The CBSA has consulted Canadian Heritage regarding this patch, and has been advised that it is in contravention of the National Flag of Canada Etiquette, specifically related to the dignity of the flag. The *National Flag of Canada Act* also states that the flag is a symbol of unity and represents all citizens of Canada. As such, any modification to the flag would be considered a sign of disrespect to Canadian citizens.

The CBSA has also consulted other federal law enforcement departments including Correctional Services Canada (CSC) and the Royal Canadian Mounted Police (RCMP), who prohibit the use of support-for-cause items on official uniforms.

CONSIDERATIONS

The following three options were developed for consideration.

PROTECTED A

Option 1 - No Flag

This will require a consistent application of the *CBSA Uniform Policy and Standards of Appearance* at all CBSA work locations, specifically in relation to the wearing of the Thin Blue Line patch. There is a high potential for backlash from frontline personnel with this option.

Option 2 - Alternative shows of support

Policy permits the wearing of the Police and Peace Officer Memorial Pin on the CBSA uniform as a sign of solidarity for fallen officers during the month of September. In addition, the traditional red and white flag could be added to the uniform or incorporated into the nametag. These options are unlikely to be seen as equivalent to the Thin Blue Line patch by the frontline.

Option 3 - Status Quo - temporary only

Until now, notwithstanding the fact that the wearing of the Thin Blue Line patch contravenes the *CBSA Uniform Policy and Standards of Appearance*, no action has been taken against frontline personnel who do so. The CBSA could continue to maintain this position while a comprehensive review of the policy is undertaken.

RECOMMENDATION

Option 3 is the recommended way forward. As a temporary measure, the Travellers Branch will maintain the status quo while a comprehensive review is completed of the provisions of the *CBSA Uniform Policy and Standards of Appearance* pertaining to apparel that is permitted to be worn on the duty uniform. Until now, notwithstanding the fact that the wearing of the Thin Blue Line patch contravenes the policy, no action has been taken against frontline personnel who do so. The CBSA could continue to maintain this position while the review of the policy is undertaken, following which revisions could include potential provisions to allow overt displays of support for causes.

As part of this review, in order to better understand the desire to wear the Thin Blue Line patch on the duty uniform, consultation with frontline employees is suggested. In addition, collaboration with the employee representative will be key to achieving resolution. It is recommended that the Vice President of the Travellers Branch meet with the Customs and Immigration Union President in order to discuss concerns with this specific item as well as overt displays of support for cause items in general.

As a law enforcement agency, it is critical that the *CBSA Uniform Policy and Standards of Appearance* is strictly adhered to by all uniformed employees. As such, it is recommended that a discussion also be held at the Functional Management Operations Committee (FMOC) with the goal of ensuring a consistent approach to addressing uniform and policy non-compliance.

PROTECTED A

Finally, understanding how our law enforcement agency partners respond to similar issues is important in order to present a consistent approach where feasible. Although consultation has already taken place with some of our key partners, ongoing discussions will continue.

Following approval of this recommendation, the Travellers Branch will develop a critical path and timelines for the policy review, including consultations with employees, their representative, as well as regional and headquarters senior management.

President's response

I approve ☐
 I do not approve ☐

 John Ossowski

 Date

ATTACHMENT(S)

Approved by:

Vice-President: Denis R. Vinette, 613-290-065 _____

Director General: Dan Badour, 519-791-0526

Director: Sabrina Petrow, 613-791-9174

Author: David Swift

Date:



Canada Border Services Agency
Agence des services frontaliers du Canada

CLASSIFICATION

CBSA/ASFC-20-_01426

ROUTING SLIP / BORDEREAU D'ACHEMINEMENT

		ACTION REQUIRED / MESURE REQUISE	
Name and telephone number/ Nom et numéro de téléphone	Initials and date / Initiales et date	Action	Information
President/Président John Ossowski		<input type="checkbox"/>	<input type="checkbox"/>
Executive Vice-President/ Premier vice-président Paul MacKinnon		<input type="checkbox"/>	<input type="checkbox"/>
Vice-President/ Vice-président(e) Denis R. Vinette		<input type="checkbox"/>	<input type="checkbox"/>
Director General/ Directeur(trice) général(e) Dan Badour Tel. /Tél. : 519-791-0526			
Director/Directeur(trice) Sabrina Petrow Tel. /Tél. : 613-791-9174			
Author/Auteur(e): David Swift			
Proactive Disclosure / Divulgence proactive: Can this subject/title be released in its entirety to the public? / Cet objet/ce titre peut-il être rendu public en entier? <input checked="" type="checkbox"/> Yes / Oui <input type="checkbox"/> No / Non			
Subject/Objet : Thin Blue Line Flag Patch / Écusson du drapeau arborant une mince ligne) Document (Type): Briefing note Action/Mesure : For approval / Pour approbation BF/AR : 2020-07-13 MO response required by/Réponse du Cabinet du ministre nécessaire d'ici le : Further to the discussion between yourself and the Minister's Office on the issue of the Thin Blue Line patch, the Travellers Branch has been directed to develop a recommendation to present to senior management for consideration. Please find enclosed for your approval a briefing note providing a recommendation and next steps for consideration. Consultation :			

Boismier, Emilie

From: Badour, Dan
Sent: October 15, 2020 12:08 PM
To: Blanchard, NathalieX; Quenneville, Deneen
Cc: Turpin, Vincent; Petrow, Sabrina
Subject: RE: Thin Blue Line - Communication package
Attachments: Thin Blue Line Flag Patch - 20201015.pptx

If you haven't received this already – attached is the deck for presentation to MINO

Dan Badour

Acting Director General / Operational Guidance and Support Directorate / Travellers Branch
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Directeur général par intérim / Direction de l'orientation et soutien opérationnels / Direction générale des voyageurs
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Dan.Badour@cbsa-asfc.gc.ca / Tél. cell.: ! ' ATS: 866-335-3237

From: Blanchard, NathalieX
Sent: October 15, 2020 11:46 AM
To: Quenneville, Deneen
Cc: Turpin, Vincent ; Badour, Dan ; Petrow, Sabrina
Subject: RE: Thin Blue Line - Communication package

Thnaks

And the deck for MINO briefing?

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Envoyé : 15 octobre 2020 11:44
À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>
Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>;
Badour, Dan <Dan.Badour@cbsa-asfc.gc.ca>; Petrow, Sabrina <Sabrina.Petrow@cbsa-asfc.gc.ca>
Objet : Thin Blue Line - Communication package

Good morning,

Please find attached the draft Media lines and Q/A developed in consultation with communications – still in development.

These are still subject for approval. Consultation package slated to go out later today.

Critical Path deck will follow shortly in a separate email.

Deneen Quenneville

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Conseillère stratégique au Directeur général, Direction de l'orientation et soutien opérationnels, Direction générale des voyageurs
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The Thin Blue Line Flag Patch

Purpose:

Further to the discussion between the President and the Minister's Office on this issue (see Annex 1), the Travellers Branch has been directed to develop a recommendation for consideration. The recommendation must ensure a balanced approach between respecting the Heritage Canada policy on flag use, acknowledging the controversy surrounding the use of the Thin Blue Line patch, and understanding the strong support for this symbol as it relates to fallen law enforcement personnel.

Recommendation:

As a temporary measure, the Travellers Branch will maintain the status quo while a comprehensive review is completed of the provisions of the *CBSA Uniform Policy and Standards of Appearance* pertaining to apparel that is permitted to be worn on the duty uniform. Until now, notwithstanding the fact that the wearing of the Thin Blue Line patch contravenes the CBSA's *Uniform Policy*, no action has been taken against frontline personnel who do so. The CBSA could continue to maintain this position while the review of the policy is undertaken, following which revisions could include potential provisions to allow overt displays of support for causes.

As part of this review, in order to better understand the desire to wear the Thin Blue Line patch on the duty uniform, consultation with frontline employees is suggested. In addition, collaboration with the employee representative will be key to achieving resolution. It is recommended that the Vice President of the Travellers Branch meet with the Customs and Immigration Union President in order to discuss concerns with this specific item as well as overt displays of support for cause items in general.

As a law enforcement agency, it is critical that the *CBSA Uniform Policy* is strictly adhered to by all uniformed employees. As such, it is recommended that a discussion also be held at the Functional Management Operations Committee (FMOC) with the goal of ensuring a consistent approach to addressing uniform and policy non-compliance.

Finally, understanding how our law enforcement agency partners respond to similar issues is important in order to present a consistent approach where feasible. Although consultation has already taken place with some of our key partners, ongoing discussions will continue.

Next Steps:

Following approval of this recommendation, the Travellers Branch will develop a critical path and timelines for the policy review, including consultations with employees, their representative, as well as regional and headquarters senior management.



Canada Border
Services Agency

Agence des services
frontaliers du Canada



Overview - Thin Blue Line Flag

June 2020



PROTECTION • SERVICE • INTEGRITY

Canada



Purpose

- To brief and seek your advice on how to proceed with the issue of the Thin Blue Line Flag currently worn by some of the Canada Border Services Agency's (CBSA) frontline staff.

Bottom Line:

- The CBSA is assessing whether to direct employees to discontinue the wearing or display of the Thin Blue Line flag on their uniforms.
- This will likely invoke a strong negative reaction from employees and Customs and Immigration Union representatives.
- Heritage Canada has advised that this flag contravenes their policy on the use of the Canadian flag, which must only be displayed in the appropriate red and white colours.



Issue

- The Thin Blue Line patch is being worn by officers at multiple ports of entry/work locations on the CBSA-issued duty uniform. This flag patch is not an approved uniform component, and has recently been the subject of scrutiny on social media.
- The Thin Blue Line is a symbol used by law enforcement in the United States and Canada to represent police in the community as the protectors of the citizenry from the criminal element. It is also used to commemorate fallen officers among law enforcement personnel, their families and supporters.
- The slogan “Blue Lives Matter” has recently been linked to the Thin Blue Line, and has become controversial on social media, as the symbol has been seen as a sign of disrespect to the Black Lives Matter movement.





Relevant and Existing Policy Statements

- Heritage Canada has advised that the Thin Blue Line flag is in contravention of the *National Flag of Canada Etiquette*, specifically related to the dignity of the flag. As stated in this policy, the Canadian flag should never be marked or altered in any way and should always be the appropriate colours of red and white.
- The *CBSA Uniform Policy and Standards of Appearance* states that “only approved apparel shall be worn while on duty and in the discharge of official CBSA business” (section 2.1 of Policy). The Thin Blue Line flag patch is not an approved component.



Considerations

- Although the *CBSA Uniform Policy* also states that “Failure to abide by these standards of dress may result in disciplinary action”, no action has taken place with respect to this item due to concerns with potential negative reaction by frontline officers.
- The use of unauthorized items poses a number of concerns for the Agency. For example, unauthorized use of support-for-cause items on official CBSA uniforms may suggest the Agency’s support for a particular cause, rather than the employee’s personal support. The CBSA must be perceived by the public as an impartial body; overt displays of support for causes may be received negatively by some members of the public and call CBSA’s impartiality into question.
- The policy should clearly define the parameters on acceptable and unacceptable items to be displayed on the uniform, while allowing management the flexibility to review specific requests and circumstances.



Options

Option 1 - No Flag

This will require a consistent application of the *CBSA Uniform Policy* at all CBSA work locations, specifically in relation to the wearing of the Thin Blue Line patch. High potential for backlash from frontline personnel.

Option 2 - Alternative shows of support

Policy permits the wearing of the Police and Peace Officer Memorial Pin on the CBSA uniform as a sign of solidarity for fallen officers during the month of September. In addition, the traditional red and white flag could be added to the uniform or incorporated into the nametag. These options are unlikely to be seen as equivalent to the blue line patch by the frontline.



Options (cont'd)

Option 3 - Status Quo - temporary only

Until now, notwithstanding the fact that the wearing of the Thin Blue Line patch contravenes the CBSA's *Uniform Policy*, no action has been taken against frontline personnel who do so. The CBSA could continue to maintain this position while a comprehensive review of the policy is undertaken.



Next Steps

- CBSA has undertaken a formal review of the *Uniform Policy* with respect to the wearing of support-for-cause items, job action items (e.g. orange epaulettes), and identification pieces (e.g. job-level and job-type identifiers).
- Regional management and uniformed officers will be consulted on the use of the Thin Blue Line patch and to explore potential alternatives.
- The Customs and Immigration Union (CIU) will be engaged as part of the policy review.
- RCMP, Correctional Services Canada, and other similar organizations will be consulted.
- CBSA is targeting September 2020 for the approval of an updated policy.



For approval

Thin Blue Line Flag Patch

For the President of the Canada Border Services Agency

ISSUE

The Canada Border Services Agency's (CBSA) Chief Protocol Officer is seeking approval from the President to issue national direction informing that the Thin Blue Line flag is not an approved symbol that can be worn on the CBSA uniform or displayed on Agency assets.

BACKGROUND

The Thin Blue Line symbol is being worn by some officers on the CBSA-issued duty uniform and on masks. This symbol is not an approved uniform component, and has recently been the subject to scrutiny by the public and the media. For many years, the thin blue line symbol has been used by law enforcement as a sign of solidarity and by their families to show pride. As a result of the recent Black Lives Matter movement, such symbols can be interpreted as creating divide and do not help foster trust in communities that law enforcement are meant to serve. This conversation around the symbol extends to discussion around police reform as it relates to systemic racism.

The CBSA is proud to take part in events and occasions on which we pay tribute to police, peace and border services officers who have lost their lives in the line of duty. The Police and Peace Officers' Memorial Society's Memorial Ribbon is a symbol for mourning police or peace officers who have died. The Police & Peace Officers' Memorial Ribbon may be worn only by peace officers during the official mourning period which is from the time of death until the burial or commemorative service for a fallen officer. The Police & Peace Officers' Memorial Ribbon may be worn, as directed by the [Memorial Ribbon Protocol & Criteria](#), with the ceremonial dress uniform, executive dress uniform, operational duty uniform or civilian attire.

CONSIDERATIONS

The CBSA's Travellers Branch conducted consultations with Parks Canada, the Department of Fisheries and Oceans, Correctional Services Canada, the Royal Canadian Mounted Police (RCMP) the Canadian Armed Forces and Ontario Provincial Police. After finalizing consultations, findings show that none of the aforementioned departments permit the Thin Blue Line flag patch to be worn on their respective uniforms. The RCMP's recent issuance of a memo

to all members on October 9, instructing officers to no longer wear the symbol has brought this issue to the forefront.

Heritage Canada has advised that the Thin Blue Line flag is in direct contravention of the *National Flag of Canada Etiquette*, specifically related to the dignity of the flag. As stated in this policy, the Canadian flag should never be marked or altered in any way and should always be the appropriate colours of red and white.

The *CBSA Uniform Policy and Standards of Appearance* states that “only approved apparel shall be worn while on duty and in the discharge of official CBSA business” (section 2.1 of Policy). The Thin Blue Line flag patch is not an approved component. Although the CBSA Uniform Policy also states that “Failure to abide by these standards of dress may result in disciplinary action”, no action has been taken due to inconsistent policy enforcement across the country as it relates to the wearing of this item.

Current items that are permitted to be worn with the CBSA uniform include the Police and Peace Officers' Memorial Society's Memorial Ribbon, the Black mourning ribbon, poppies, Green ribbons (in Support of Our Missing Children), Commemorative emblems (commemorative pins for veterans or for Police and Peace Officers' National Memorial Day), anniversary pins, commemorative pins, service pins and/or bilingual service pins.

RECOMMENDATION

As a law enforcement agency that deals directly with the public, it is important that the *CBSA Uniform Policy and Standards of Appearance* is strictly adhered to by all uniformed employees and that our image reflect the best interest of all Canadians

Following approval of this recommendation, the will develop a national directive along with its supporting communications package in consultation with with Labour Relations, Chief Transformation Officer Branch's Culture Team, Visible Minorities Advisory Committee, Customs and Immigration Union and Communications

The Travellers Branch commits to undertaking a broader review of the support-for-cause items and in that effort will seek to identify alternatives symbols, in addition to authorized ones, that better serve to commemorate fallen officers and show support for the law enforcement community.

President's response

I approve ☐

I do not approve ☐

John Ossowski

Date

Approved by:

Travellers Branch Vice-President: Denis R. Vinette, signature _____



Thin Blue Line Flag Patch

Issue:

- The thin blue line patch is being worn by officers in multiple ports of entry/work locations on the duty uniform. This flag patch is not an approved uniform component, and has recently been the subject of scrutiny in social media. A request has been submitted to CBSA Communications for a copy of the Uniform Policy.

Background of the Thin Blue Line:

- The thin blue line is a symbol used by law enforcement in the United States and Canada to symbolize the relationship of the police in the community as the protectors of the citizenry from the criminal element. It has also become a symbol to commemorate fallen officers. The thin blue line Flag has become popular among law enforcement personnel, their families and supporters.
- The slogan “Blue lives matter” has recently been linked to the thin blue line, and has become controversial in social media.

Relevant/Existing Policy Statements:

- The CBSA Uniform Program has been in communication with Heritage Canada, who advised that the thin blue line flag is in contravention of the Canadian flag policy, specifically related to the Dignity of the flag. The Canadian flag should never be marked or altered in any way. The flag should always be the appropriate colours of red and white. The only exception are military tactical operations where the flag can be worn in a green scale colour, however as soon as these operations are complete, they are switched out to the true red and white Canadian flag.
- When asked by frontline officers or management, the Uniform Program has always advised that it should not be worn on the uniform.
- The *CBSA Uniform Policy and Standards of Appearance* states that “only approved apparel shall be worn while on duty and in the discharge of official CBSA business” (section 2.1 Policy). The thin blue line patch is not an approved component, furthermore it is not in compliance with Heritage Canada flag policy.
- The policy also states that “Failure to abide by these standards of dress may result in disciplinary action. Disciplinary action may vary according to the nature and scope of the misconduct and the personnel record of the officer, and it will be taken in accordance with Schedule II of the Delegation of Human Resources Authorities.”

Recommended Approach Forward:

- Based on Government of Canada policy as well as uniform policy, the modified thin blue line patch should not be worn on the CBSA uniform.
- It is recommended that messaging to send to management to have a conversation with officers about removing the thin blue line patch. Context and rationale for removing this flag patch should focus on the fact that it is in contravention of the flag policy, and not

there is an issue on what the patch represents. It is very possible that officers as well as local management are not aware that the flag cannot be modified in any way, and that markings and modifications are considered defacing or an “insult” to the flag.

- A conversation rather than a mass message is recommended given the context of the thin blue line.
- At the same time as local management is given an opportunity to address these issues in person/directly with officers, the union should be informed so that there is consensus/support moving forward.
- As mentioned above, the CBSA is supportive of the cause as a symbol to commemorate fallen officers. Uniformed personnel seeking to show their solidarity and support of the law enforcement community in a dignified manner have the option of wearing the Police & Peace Officers' Memorial Ribbon Society that is dedicated to remembering all Police and Peace Officers in Canada who have died while serving their communities. The ribbon consists of a blue over black ribbon. The black represents the mourning of a loss, the blue represents "the thin blue line" and the generic badge represents all Police and Peace Officers. The metal badge in the centre is emblazoned with a maple leaf, known and recognized worldwide as a Canadian symbol. This ribbon is approved to be worn on the uniform (both duty and ceremonial).

Perras, Amanda

From: Ewart, Shawn
Sent: October 7, 2020 10:22 AM
To: Charbonneau, Valerie
Subject: RE: BF July 08 - Blue line status
Attachments: FW: TOGS / VPO Bilat Notes for Aug. 26

Hello Valérie,

The attached email is all I have been able to find so far, it contains Dan's bilat notes from August 26 in which it states the Support for Cause item was "Agreed to extend" but no new date is provided.
I will keep looking.

Shawn

From: Charbonneau, Valerie <Valerie.Charbonneau@cbsa-asfc.gc.ca>
Sent: October 7, 2020 10:07 AM
To: Ewart, Shawn <Shawn.Ewart@cbsa-asfc.gc.ca>
Subject: FW: BF July 08 - Blue line status

Good morning Shawn,

Can you please have a look at the chain of emails below and give me a call? In the meantime, I'm searching hoping to find the email granting the extension.

Thank you,

Valérie Charbonneau
819-598-1810

From: Petrow, Sabrina <Sabrina.Petrow@cbsa-asfc.gc.ca>
Sent: October 7, 2020 10:02 AM
To: Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Cc: Charbonneau, Valerie <Valerie.Charbonneau@cbsa-asfc.gc.ca>; Holden, Katannah <Katannah.Holden@cbsa-asfc.gc.ca>
Subject: RE: BF July 08 - Blue line status

Val will work with Shawn to dig up the extension that we received on this. There was an extension granted in late august. The survey hasn't gone out yet so we will not be able to meet the BF for support for cause piece.

Val you may have to ask Jasmine to search her inbox since I was on holiday- she was acting and now David is away

From: Perras, Amanda <Amanda.Perras@cbsa-asfc.gc.ca> **On Behalf Of** Quenneville, Deneen
Sent: October 7, 2020 9:46 AM
To: Petrow, Sabrina <Sabrina.Petrow@cbsa-asfc.gc.ca>
Cc: Charbonneau, Valerie <Valerie.Charbonneau@cbsa-asfc.gc.ca>; Holden, Katannah <Katannah.Holden@cbsa-

asfc.gc.ca>; Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>

Subject: FW: BF July 08 - Blue line status

Hi Sabrina,

Unfortunately I can't find any of the previous emails on this, and there was no BF in Deneen's inbox.

Can you please advise of the status of this item?

Thank you,

Amanda Perras

613-299-4695

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Sent: October 7, 2020 8:49 AM

To: Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>

Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>

Subject: RE: BF July 08 - Blue line status

You are on track for this BF tomorrow

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Blanchard, NathalieX

Envoyé : 14 juillet 2020 15:23

À : Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>

Objet : RE: BF July 08 - Blue line status

BF in VPO October 8

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>

Envoyé : 14 juillet, 2020 14:50

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>
Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>;
Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Objet : RE: BF July 08 - Blue line status

Yes, that should be good.

I have consulted Dan, and he agrees with the proposed timeline.

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>
Sent: July 14, 2020 1:51 PM
To: Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>
Subject: RE: BF July 08 - Blue line status
Importance: High

Please advise ASAP

The President approved the recommended option (i.e. maintain the status quo while further work is undertaken), but he noted that he would like all of the consultations (e.g., with front line staff, with the union, etc.) to be completed by the fall.

Would it be possible to complete consultations by the end of September, and then report back to the Deputies on the results of the consultations by mid October?

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Rocheleau, Lisa <Lisa.Rocheleau@cbsa-asfc.gc.ca> **De la part de** Quenneville, Deneen
Envoyé : 13 juillet, 2020 09:03
À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>; Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>
Objet : RE: BF July 08 - Blue line status

Dan and he signed the routing slip.
CBSA/ASFC-20-01698.

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>
Sent: July 13, 2020 9:02 AM
To: Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>
Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>; Rocheleau,

Lisa <Lisa.Rocheleau@cbsa-asfc.gc.ca>

Subject: RE: BF July 08 - Blue line status

Thanks

Approved by ? and ccm number please

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Rocheleau, Lisa <Lisa.Rocheleau@cbsa-asfc.gc.ca> **De la part de** Quenneville, Deneen

Envoyé : 13 juillet, 2020 08:50

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>;
Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>; Rocheleau, Lisa <Lisa.Rocheleau@cbsa-asfc.gc.ca>

Objet : BF July 08 - Blue line status

Hello Nathalie,

Please find attached as requested.

Thank you, Lisa

De : Rocheleau, Lisa <Lisa.Rocheleau@cbsa-asfc.gc.ca> **De la part de** Quenneville, Deneen

Envoyé : 10 juillet, 2020 11:43

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>; Fillion,
Nathalie <Nathalie.Fillion@cbsa-asfc.gc.ca>

Objet : FW: BF July 08 - Blue line status update CCM #20-01426.

Hello Nathalie,

Please find attached the Thin Blue Line Patch approved by Dan Badour.

CCM is being updated.

Thank you, Lisa on behalf of Deneen

From: Quenneville, Deneen <Deneen.Quenneville@cbsa-asfc.gc.ca>

Sent: July 3, 2020 12:26 PM

To: Swift, David <David.Swift@cbsa-asfc.gc.ca>

Cc: Boismier, Emilie <Emilie.Boismier@cbsa-asfc.gc.ca>; Quenneville, Deneen
<Deneen.Quenneville@cbsa-asfc.gc.ca>

Subject: BF July 08 - Blue line status update CCM #20-01426.

Hi David,

Well, here is your first tasking from your DGO! (Grateful if you could let us know who is supporting you so that we can keep them in the loop.)

VPO has informed me that a discussion took place with Mino and.....

We discussed the issue of the Thin Blue Line Patch with the President and with MinO.

In terms of next steps, we recommend that the Travellers Branch finalize the options and develop a recommendation for the Deputies to review.

BF July 08 to DGO.

Let me know if you have any questions.

Deneen

De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Envoyé : 12 juin, 2020 14:15

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC) <CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>

Objet : FW: POUR TON APPROBATION TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Revised deck attached.

- slide 2 – updated
- slide 8 – kept reference to RCMP as President indicated “likely no need for expansive consultations”, which could allow for a touchpoint with the RCMP as we move forward.
- slide 5 – tried to capture the “nuance” aspect

Jasmin Lalonde

Strategic Advisor, Travellers Branch
Canada Border Services Agency / Government of Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tel: 343-543-8962 / TTY: 866-335-3237

Conseiller stratégique, Direction générale des voyageurs
Agence des services frontaliers du Canada / Gouvernement du Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tél. : 343-543-8962 / ATS : 866-335-3237

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Sent: June 12, 2020 1:33 PM

To: Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Cc: Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC) <CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>

Subject: RE: POUR TON APPROBATION TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Faire les changements – si je pouvais avoir une nouvelle version en fin de journée

Thanks. A few comments from me:

- slide 2- replace “proposing” with “is assessing whether to”
- slide 8- given below comment from Pres why do we still reference engagement with RCMP?
- Re: Pres’s comment about nuance. When he spoke with the Minister briefly about this, the Minister advised that when he was the Toronto Police Chief, he took a nuanced approach for things like this and allowed it in some cases, did not allow it in others. I don’t see that nuance consideration in this version. Maybe that can be added to slide 5.

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Envoyé : 12 juin, 2020 09:24

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC) <CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>

Objet : FW: POUR TON APPROBATION TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Please find updated deck attached. The Purpose slide has been updated as per the VP’s comments below. CCM will be updated shortly.

Jasmin Lalonde

Strategic Advisor, Travellers Branch
Canada Border Services Agency / Government of Canada
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Jasmin.Lalonde@cbsa-asfc.gc.ca / Tél. : 343-543-8962 / ATS : 866-335-3237

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Sent: June 11, 2020 5:41 PM

To: Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>; Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>

Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>

Subject: TR: POUR TON APPROBATION TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Svp faire les modifications et me les faire parvenir 1ere heure demain matin

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Vinette, Denis R. <Denis.Vinette@cbsa-asfc.gc.ca>

Envoyé : 11 juin, 2020 17:35

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Objet : Re: POUR TON APPROBATION TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Approuve.

Mais j'aimerais la boîte blue sur purpose slide.

Titre de la boîte - Bottom Line et inclure les 3 dernières puces de la page. Pareil au deck PNR

Denis R. Vinette

Vice-President, Travellers Branch
Canada Border Services Agency / Government of Canada
Denis.Vinette@cbsa-asfc.gc.ca Tel: [613-952-5269](tel:613-952-5269) / TTY: [866-335-3237](tel:866-335-3237)

Vice-président, Direction générale des voyageurs
Agence des services frontaliers du Canada / Gouvernement du Canada
Denis.Vinette@cbsa-asfc.gc.ca Tél: [613-952-5269](tel:613-952-5269) / ATS : [866-335-3237](tel:866-335-3237)

On Jun 11, 2020, at 5:06 PM, Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca> wrote:

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Envoyé : 11 juin, 2020 17:03

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : DGO_TPD/BDG-DPV(CBSA/ASFC) <CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>; Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Filion, Nathalie <Nathalie.Filion@cbsa-asfc.gc.ca>

Objet : FW: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Approuvé par John.

Et je l'ajoute au CCM dans quelques minutes.

Jasmin Lalonde

Strategic Advisor, Travellers Branch
Canada Border Services Agency / Government of Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tel: 343-543-8962 / TTY: 866-335-3237

Conseiller stratégique, Direction générale des voyageurs
Agence des services frontaliers du Canada / Gouvernement du Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tél. : 343-543-8962 / ATS : 866-335-3237

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Sent: June 11, 2020 4:02 PM

To: Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Subject: TR: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Vinette, Denis R. <Denis.Vinette@cbsa-asfc.gc.ca>

Envoyé : 11 juin, 2020 15:44

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>; Ommanney, John
<John.Ommanney@cbsa-asfc.gc.ca>

Objet : Re: NOUVELLE VERSION DU ASAP AU PO TR: : blue line status updateCCM #20-01426.

3 bullets, Previous.

BLUF#2: likely negative reaction from employees and union

BLUF #3: heritage canada has advised that the flag cannot not be changed from its red/white.

Denis R. Vinette

Vice-President, Travellers Branch
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On Jun 11, 2020, at 1:48 PM, Vinette, Denis R. <Denis.Vinette@cbsa-asfc.gc.ca> wrote:

John, great deck

Lets add new page 2

Purpose

Brief you on issue of think blue line uniform flag
Seek you advice

BLUF - CBSA will need to direct officers to remove the TBL flag as it is against Heritage
Canada direction use of the Canadian flag

Denis R. Vinette

Vice-President, Travellers Branch
Canada Border Services Agency / Government of Canada
Denis.Vinette@cbsa-asfc.gc.ca Tel: [613-952-5269](tel:613-952-5269) / TTY: [866-335-3237](tel:866-335-3237)

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Denis.Vinette@cbsa-asfc.gc.ca Tél: [613-952-5269](tel:613-952-5269) / ATS : [866-335-3237](tel:866-335-3237)

On Jun 10, 2020, at 4:59 PM, Blanchard, NathalieX
<NathalieX.Blanchard@cbsa-asfc.gc.ca> wrote:

Changements demandes – pour le syndicat – ils ont ajoute juste un
bullet

Voici ce que Stephen scott ma fait parvenir ce matin - comments from
Pres:

- Pres spoke with the RCMP Commissioner who advised that the RCMP
doesn't allow it, so likely no need for expansive consultations with them

- There is a related issue around how far this policy should go. The
Minister mentioned nuance and we need to clearly define the limits e.g,
do we allow the orange shoelaces?

- Need a slide about the union

Please use the attached version to make further changes (I had caught a couple of small formatting things, corrected in this version). –

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Envoyé : 10 juin, 2020 16:55

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC) <CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>

Objet : RE: : blue line status updateCCM #20-01426.

Approuvé par John.

Jasmin Lalonde

Strategic Advisor, Travellers Branch
Canada Border Services Agency / Government of Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tel: 343-543-8962 / TTY: 866-335-3237

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Agence des services frontaliers du Canada / Gouvernement du Canada
Jasmin.Lalonde@cbsa-asfc.gc.ca / Tél. : 343-543-8962 / ATS : 866-335-3237

From: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Sent: June 10, 2020 8:30 AM

To: Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>; Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>

Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>

Subject: TR:: blue line status updateCCM #20-01426.

Importance: High

Voici ce que Stephen scott ma fait parvenir ce matin - comments from Pres:

- Pres spoke with the RCMP Commissioner who advised that the RCMP doesn't allow it, so likely no need for expansive consultations with them

- There is a related issue around how far this policy should go. The Minister mentioned nuance and we need to clearly define the limits e.g, do we allow the orange shoelaces?

- Need a slide about the union

Please use the attached version to make further changes (I had caught a couple of small formatting things, corrected in this version). –

BF 3 :30 et assurez vous que le ccm est a jour

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527
Chief of staff for VP, Travellers Branch
Canada Border Services Agency
Nathaliex.Blanchard@cbsa-asfc.gc.ca / Tel: 613-954-7527

On Jun 8, 2020, at 5:49 PM, Blanchard, NathalieX
<NathalieX.Blanchard@cbsa-asfc.gc.ca> wrote:

Jasmin

Bureau du President veut qu on ajoute qu on fera des consultations avec le syndicat

Peux tu me faire parvenir une nouvelle version tot demain matin

Denis – PTI

Nathalie Blanchard

Chef de Cabinet du VP, Direction générale des voyageurs
Agence des services frontaliers du Canada
Nathaliex.Blanchard@cbsa-asfc.gc.ca /tél.: 613-954-7527

Chief of staff for VP, Travellers Branch
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De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Envoyé : 8 juin, 2020 16:17

À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-

asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>;
Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC)
<CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>

Objet : FW: BF June 8: blue line status update

Updated/revised deck.

Jasmin Lalonde

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TTY: 866-335-3237

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/ ATS : 866-335-3237

From: Blanchard, NathalieX
<NathalieX.Blanchard@cbsa-asfc.gc.ca>
Sent: June 8, 2020 3:17 PM
To: Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>
Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>;
Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC)
<CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>
Subject: RE: BF June 8: blue line status update
Importance: High

Pas fall 2020 mais septembre 2020

Nathalie Blanchard

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De : Blanchard, NathalieX
Envoyé : 8 juin, 2020 15:10
À : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>

Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>;
Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC)
<CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>
Objet : RE: BF June 8: blue line status update
Importance : Haute

Changements demandes par Denis

Title should be "Overview - Thin Blue Line Flag" . Drop reference to Pres/Min

Change all font to same size, it changes from page to page

Option 3 - title as " Status Quo - temporary only"

Also, reread, seems like some places have double periods. (P.5 Option 3)

Rest of content is good to do.

BF ASAP

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De : Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>
Envoyé : 8 juin, 2020 14:47
À : Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>
Cc : Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>;
Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC)
<CBSA.DGO_TPD-BDG-DPV.ASFC@cbsa-asfc.gc.ca>
Objet : FW: BF June 8: blue line status update

Ref. CCM #20-01426.

From: Lalonde, Jasmin
Sent: June 8, 2020 2:38 PM
To: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

asfc.gc.ca>

Cc: Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>;
Ntibazonkiza, Sonia <Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>; DGO_TPD/BDG-DPV(CBSA/ASFC)
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Subject: RE: BF June 8: blue line status update

Approuvé par John.

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/ ATS : 866-335-3237

From: Vinette, Denis R. <Denis.Vinette@cbsa-asfc.gc.ca>

Sent: June 5, 2020 2:37 PM

To: Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca>

Cc: Ommanney, John <John.Ommanney@cbsa-asfc.gc.ca>; Lalonde, Jasmin <Jasmin.Lalonde@cbsa-asfc.gc.ca>; Turpin, Vincent <Vincent.Turpin@cbsa-asfc.gc.ca>; Ntibazonkiza, Sonia
<Sonia.Ntibazonkiza@cbsa-asfc.gc.ca>

Subject: Re: BF June 8: blue line status update

Keep it short. All the info is in the paper you provided.

Layout options and seek advice and views

Denis R. Vinette

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On Jun 5, 2020, at 2:14 PM, Blanchard, NathalieX <NathalieX.Blanchard@cbsa-asfc.gc.ca> wrote:

I will need a deck by Monday for the President review (with speaking points)

Nathalie Blanchard

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De : Scott, Stephen

<Stephen.Scott@cbsa-asfc.gc.ca>

Envoyé : 5 juin, 2020 14:04

À : Blanchard, NathalieX

<NathalieX.Blanchard@cbsa-asfc.gc.ca>; Quinn, Robyn

<Robyn.Quinn@cbsa-asfc.gc.ca>

Cc : Nguyen, Suzanna

<Suzanna.Nguyen@cbsa-asfc.gc.ca>;

Loverock, Corey

<Corey.Loverock@cbsa-asfc.gc.ca>;

Partridge, Matthew

<Matthew.Partridge@cbsa-asfc.gc.ca>;

Voghel, Carmen

<Carmen.Voghel@cbsa-asfc.gc.ca>;

Mather, Erin <Erin.Mather@cbsa-asfc.gc.ca>

Objet : RE: BF June 8: blue line status update

Nathalie- Pres and Minister just discussed. Denis was on the line. Pres will brief the Minister next week on this.

Will you have a deck ready by June 8 for Pres review? Next steps in the deck should include a mention of consulting with the CIU.

Merci

From: Blanchard, NathalieX
<NathalieX.Blanchard@cbsa-asfc.gc.ca>
Sent: June 4, 2020 5:13 PM
To: Quinn, Robyn <Robyn.Quinn@cbsa-asfc.gc.ca>
Cc: Nguyen, Suzanna
<Suzanna.Nguyen@cbsa-asfc.gc.ca>;
Scott, Stephen <Stephen.Scott@cbsa-asfc.gc.ca>; Loverock, Corey
<Corey.Loverock@cbsa-asfc.gc.ca>;
Partridge, Matthew
<Matthew.Partridge@cbsa-asfc.gc.ca>
Subject: RE: BF June 8: blue line status update

Voila ce qui a ete utilise a EC ce matin

Nathalie Blanchard

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Tel: 613-954-7527

De : Quinn, Robyn
<Robyn.Quinn@cbsa-asfc.gc.ca>
Envoyé : 4 juin, 2020 16:44
À : Blanchard, NathalieX
<NathalieX.Blanchard@cbsa-asfc.gc.ca>
Cc : Nguyen, Suzanna
<Suzanna.Nguyen@cbsa-asfc.gc.ca>;
Scott, Stephen <Stephen.Scott@cbsa-asfc.gc.ca>; Loverock, Corey
<Corey.Loverock@cbsa-asfc.gc.ca>;
Partridge, Matthew
<Matthew.Partridge@cbsa-asfc.gc.ca>
Objet : BF June 8: blue line status update

Hi Nathalie,

During EC today , in regards to the
Blue-line flag patch, Travellers agreed

to consult with RCMP on what the approach has been to this vis à vis pressure in social media, etc.

Once that has been done we can engage MinO to get a sense of the Minister's perspective on the issue (as a former police chief), we would use the deck presented at EC as part of that discussion.

Grateful if you can please send me a copy of the deck and advise on the timelines on when you will be consulting with RCMP.

BF Monday June 8 for an update on status and timelines.

Robyn

<Thin Blue Line Patch - President's Briefing to the Minister
v10.pptx>

<Thin Blue Line Patch - President's Briefing to the Minister v11.pptx>